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PUBLIC EMPLOYMENT
RELATIONS BOARD

AGREEMENT

by and between

VAN BUREN COUNTY

and

VAN BUREN COUNTY
SECONDARY ROAD WORKERS

July 1, 2007 to June 30, 2010

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ARTICLE 1
PREAMBLE

WHEREAS, the Employer and the Union mutually desire to promote harmony and cooperation between themselves as well as to protect the citizens of this County by assuring the effective and orderly operation of the County government. It shall be the mutual aim of the parties to this Agreement to improve conditions for the benefit of the Secondary Road employees as required under the express provisions of this Agreement; and

WHEREAS, the Employer has agreed to negotiate in good faith with the Secondary Road employees; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, it is agreed as follows:

The Employer hereby recognizes the Van Buren County Secondary Road Employees Bargaining Unit as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification.

The unit described in the above certification is as follows:

All nonprofessional employees of the Van Buren County Secondary Road Employees, including Mechanics, Truck Drivers, Equipment Operators, Bridge and Road Construction and Machinery Workers, Quarry Workers, Survey Crews and Maintenance Workers.

Definitions:

1. The term "Employer" or "Board", as used in this Agreement, shall mean the Board of Supervisors of Van Buren County, Iowa, or its duly authorized representative.
2. The term "employee", as used in this Agreement, shall mean all nonprofessional employees represented by the Bargaining Unit as defined and certified by the Public Employment Relations Board.
3. The term "Union", as used in this Agreement, shall mean the Van Buren County Secondary Road Employees Bargaining Unit or its authorized representatives or agents.

ARTICLE 2
IMPASSE PROCEDURES

Impasse procedures shall be as set out in the Iowa Code, Chapter 20, concerning mediation, fact finding, and binding arbitration.

ARTICLE 3
GRIEVANCE PROCEDURE

Section 1. A grievance shall mean only that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.

Section 2.

- (a) Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- (b) The failure of an employee (or, in the event of an appeal to arbitration, the Union) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and on the Employer's failure to give a decision within the time limits, shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- (c) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the work activities of the grieving employee or fellow employees.

Section 3.

- (a) First Step. An attempt shall be made to resolve any grievance in an informal verbal discussion between the grievant and his/her Foreman.
- (b) Second Step. If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the Foreman. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of a formal written grievance at the second step must be within ten (10) working days from the occurrence of the event giving rise to the grievance. The Foreman shall make a decision of the grievance and communicate it in writing to the employee, Union, and County Engineer within ten (10) working days after receipt of the written grievance.
- (c) Third Step. In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee must file, within ten (10) days of the Foreman's written decision at the second step, a copy of the grievance with the County Engineer. Within ten (10) working days after such written grievance is filed, the aggrieved and the County Engineer, or his designee, shall meet to resolve the grievance. The County Engineer, or his designee, shall file an answer within ten (10) working days of the third step grievance meeting and communicate it in writing to the employee and to the Foreman.

- (d) Fourth Step. If the grievance is not resolved satisfactorily at the third step, there shall be available a fourth step of impartial arbitration. The Union, with the employee's consent, may submit in writing requests on behalf of the Union and grieving employee to the County Engineer within ten (10) days from the receipt of the Step Three answer and enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach an agreement on an arbitrator within seven (7) days, the Public Employment Relations Board will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one (1) name at a time from the panel until only one (1) shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on both parties. Expenses for the arbitrator's services shall be borne equally by the Employer and the Union.

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing and orally on the issues concerning the grievance by the employee and the Employer, and his/her decision will be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

Section 4. If the Union or any employee files any grievance or complaint on the same set of facts in any other forum other than under this grievance procedure as set forth in this Agreement, then the Employer shall not be required to process the same claim or set of facts through the grievance procedure.

ARTICLE 4 PAYROLL DEDUCTIONS

Upon appropriate written authorization from any employee, the Board may cause to be deducted from the salary of the employee and may make appropriate remittance for annuities, credit union(s), savings bonds, charitable donation, insurances, Union dues, or any other plans or programs jointly approved by the Union and the Board. That in no event shall payroll deductions be made for political action committees.

The Union agrees to indemnify and hold harmless the Board, each individual Board member, all agents of the Board and agent employees, and all administrators against any and all claims, costs, suits, or other forms of liabilities and all court costs arising out of the application of the provisions of this Agreement regarding payroll deductions.

Employer shall provide a list of employees showing the amount withheld from each employee beside his/her name. Said information will be rendered from the last paying period. The Union agrees that it will not file a grievance against the County if the monthly list of employee is not sent because of an occasional mistake or is inadvertently forgotten.

ARTICLE 5 WORK HOURS

The normal workweek will be from 12:01 AM Sunday to 12:00 Midnight Saturday. The regular working hours shall be 7:00 AM to 3:30 PM, Monday through Friday. Lunch period during any regular workday shall be one-half (1/2) hour each day.

Rest Periods. The Employer shall grant, with pay, one (1) fifteen (15) minute rest period in the morning, and one (1) fifteen (15) minute rest period in the afternoon. Employees are not entitled for additional travel to reach a certain point for rest periods. Rest periods shall not be taken before 9:30 AM, nor prior to 2:15 PM. On any day of a Union meeting, as selected by employees, which is held at 3:00 PM, no rest periods shall be awarded on that day.

Travel time from point of origin as assigned by Employer, which may vary, to site of work and return, shall be considered part of the working day. Point of origin for all workers shall be the respective maintenance building to which each employee may be assigned.

ARTICLE 6 WAGES

1. The salary of each employee shall be determined by the regular salary schedule, as set forth in Schedule A, which is attached hereto and made a part hereof. There shall be no reduction in pay when an employee is on vacation, nor on funeral, casual, sick or bereavement leave.

2. Adjustment to Salary Schedule: Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement.

3. A. During the first year of employment, employee's wage shall be set at 90% of the schedule wage for that employee's classification.

B. During the second full year of employment, employee's wage shall be set at 95% of the schedule wage for that employee's classification.

C. After two years, an employee's wage shall be set at 100% of the schedule wage for that employee's classification.

D. Assignment to any of the job classifications as shown on Schedule A shall be contingent upon successfully bidding the position.

4. If an employee works temporarily in a higher classified job, as determined by the County Engineer, he/she will receive the higher job classification wage for the number of hours actually spent working in the higher classified job category. It is agreed that the Employer reserves its inherent power to assign any employee to work where an when a need occurs. If an employee is temporarily assigned to a lower classified job, his/her wages will not drop, but will remain at his/her classified job wage.

An employee temporarily assigned by the County Engineer to a position outside his or her regular assignment will be returned to his/her regular position after three (3) pay periods upon written request by employee.

5. Method of Payment:

- (a) The pay period shall be two (2) workweeks as that term is defined in Article 5.
- (b) Each employee shall turn in a time card every other Friday to his/her Foreman after finishing his/her work for the day. The time card shall contain the work record of the employee for the two (2) week pay period passed. The first such day under this contract shall be the effective date of this Agreement.
- (c) Each employee shall be paid every two (2) weeks on the Thursday following the end of the pay period.

6. Overtime: Overtime shall be paid for at the rate of time and one-half (1 1/2) the employee's straight time hourly rate for hours worked in excess of eight (8) hours in any one (1) workday; or in excess of forty (40) hours in any workweek. Work performed on Saturday or Sunday will be paid for at the rate of time and one-half (1 1/2) the employee's straight time rate. Work performed on a recognized paid holiday will be paid at time and one-half (1 1/2) the employee's straight time hourly rate. Another day at the straight time hourly rate shall be given when holidays are worked, at a time mutually agreeable between employee and Employer. The assignment of overtime work will be divided equally among affected employees, subject to their qualifications and assigned area as determined by the County Engineer or his designee. Overtime will not be used as a disciplinary tool, either to punish employees or to reward employees.

Employee may request overtime to be paid in the form of compensatory time. The Engineer or his designee may deny requests to be paid in comp time if the employee has more than 40 hours of accumulated comp time. Any comp time hours above 32 hours (maximum of 8 hours) on June 15 of each year will be paid to the employee on the last paycheck in June. Requests to use accumulated comp time must be given no later than the day prior to the requested leave times except in emergency situations.

Call Back: An employee called back to work after working their regular shift shall be paid for a minimum of two (2) hours. Call back does not apply to hours contiguous to work hours. Example: An employee called in to work earlier than usual or works later than usual does not qualify as call back.

7. Reduction on Salary Schedule: In the event any employee is shifted from one work classification to another resulting from improper or inadequate performance in his/her former job classification, said employee shall not continue to receive the wages of the former classification, but shall instead receive the wages for the new classification. Any such shift in job classification shall be directed only by the County Engineer and shall be based only on good cause.

8. When an employee is terminated, voluntarily quits or refuses to return after layoff, all fringe benefits and seniority rights will be terminated.

9. If the County calls in an employee to work on one of his pre-approved vacation days, he will be paid overtime for hours worked before 7:00 AM or after 3:30 PM. All other hours worked on the pre-approved vacation day will be paid at straight time.

10. If an employee is called in early, then requests to use vacation or comp time prior to the end of his shift, those requests will only be approved if vacation or comp hours are used to equal 8 hours total for the day. For example, if an employee works from 6:00 AM to 12:00 Noon, the employee will be paid for 6 hours worked at straight time and 2 hours of vacation/comp time at straight time. Requests for sick leave will be handled on a case-by-case basis.

ARTICLE 7 INSURANCE

1. Health Insurance. The Employer agrees to provide each employee with the Wellmark JNK/T97 Medical Insurance plan and pay 100% of the single premium. If an employee desires family coverage, the Employer shall pay 60% of the dependent premium, with the balance of the premium to be paid by the employee. Each employee will receive a benefit plan booklet.

Non-Major and Major Medical Expenses. Effective July 1, 2007, the employee will pay deductibles of \$300 if single coverage and \$600 if family coverage on major medical and non-major medical claims. Effective July 1, 2008, the employee will pay \$500/\$1000 deductible on major medical and non-major medical claims. The County will pay the additional deductibles and co-insurance amounts required by the Plan.

Office visits and Prescriptions

Employees will pay the \$20 office visit co-pay and the Rx co-pay of \$8/\$35 /\$50 according to the provisions of the insurance plan.

2. Delta Dental Program. The Employer agrees to provide each employee with Delta Dental coverage and pay 100% of the single premium. If an employee desires family coverage, the dependent premium will be paid by the employee.

3. Insurance Refund. The Board agrees that in the event a refund by the insurance carrier is paid to the County from premiums previously charged, that the employee shall receive his/her pro rata share of said refund from the premiums paid by said employee. All parties to accept the calculations as provided by the insurance carrier. In order to qualify for a refund, the employee must be presently employed by the County when the refund, if any, is received.

4. Workers Compensation. Each employee shall be covered by Workers Compensation insurance paid for by the County. For any time off work due to injury or illness covered by Workers' Compensation payments, the employee shall receive the

Workers' Compensation payment from the insurance carrier but, in addition, accumulated sick leave will be paid accordingly so that the employee's weekly income is not reduced from what he/she would normally have earned, if working. Such sick leave shall be charged to the nearest hourly increment; that is, the employee shall be charged with sick leave from the time of injury until employee returns to work less the amount of time compensated by Workers' Compensation insurance.

5. Employees can voluntarily join the IRS Section 125 plan as it relates to dependent insurance premiums paid by the employee.

ARTICLE 8 SICK LEAVE

All employees shall earn one (1) day of sick leave time per month of full-time employment and any earned but unused sick leave may be accumulated, provided, however, that no employee may accumulate more than one hundred twenty (120) sick leave days. Hours of pay for sick leave will be the same as hours normally worked on that day at regular pay. Sick leave may be used in hourly increments.

All sick leave usage shall be reported to the employee's immediate Foreman and the County Engineer may require such reasonable evidence as he may desire confirming the necessity for sick leave. In the event an employee has used fifteen (15) or more days of sick leave in any thirty (30) working days, the County Engineer may require said employee to be examined by a doctor of the Employer's choice and receive a report for such examination at the Employer's expense.

In the event an employee retires with twenty (20) years continuous service and reaches the minimum requirements for IPERS eligibility and has sixty (60) days or more accumulated sick leave, the Board agrees to pay said employee Fifteen Dollars (\$15.00) per day for accumulated sick leave, to the extent of sixty (60) days.

Extended Leave. An employee who is unable to work because of personal illness or disability and who has exhausted all sick leave available shall, upon written application, be granted a leave of absence without pay for the duration of said illness or disability, up to the final effective day of this Agreement. Any such leave may be renewed each year thereafter upon a written request by the employee and upon approval by the Board and the County Engineer.

ARTICLE 9 TEMPORARY LEAVE OF ABSENCE

1. Personal Business. As of the effective date of this Agreement, each employee shall be credited with three (3) days to be used for the employee's personal business. An employee planning to use a personal leave day or days shall notify the Engineer at least three (3) days in advance, except in cases of emergency. Use of personal days with less than three (3) days notice may be granted at the discretion of the Employer. Should an emergency arise, the employee will make all reasonable attempts to notify his/her immediate Foreman or the County Engineer during his/her absence. Personal

business leave shall not be available immediately before or after a holiday or vacation period. Hours of pay for personal business days will be the same as hours normally worked on that day at regular pay.

2. Jury and Legal. Any employee called for jury duty during normal working hours or any employee who is subpoenaed in any judicial or administrative proceeding shall be provided such time, provided, however, the Board shall reduce the employee's salary by the amount of any fees or remuneration the employee received during such leave, excluding mileage.

3. Bereavement Leave All regular full-time employees shall be allowed paid time off at the regular rate of pay up to but not to exceed five (5) workday as normally scheduled in the event of the death of the employee's spouse, son, daughter, step-child or parent. Up to , but not to exceed three (3) days shall be allowed in the event of the death of the employee's parent-in-law, brother or sister. Up to, but not to exceed two (2) days shall be allowed in the event of the death of the employee's sister-in-law, brother-in-law, step-parent or grandparent. Any employee taking a bereavement leave shall inform the County Engineer or designee prior to commencing this leave.

4. Funeral Leave. One-half (1/2) day shall be allowed an employee as funeral leave for attendance at a funeral where the employee will serve as a pallbearer.

Leave for other step-children of an employee can be granted at the discretion of the Engineer.

If an employee desires to attend a funeral for any other reason, the employee may utilize any available unused occasional day or days.

5. Unpaid Leave. Other temporary leaves of absence without pay may be granted in writing by the County Engineer for good reason shown.

6. Military Leave. Applicable federal and state law shall govern military leave.

ARTICLE 10 HOLIDAYS

All employees covered by this Agreement shall have the following paid holidays: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Day after Thanksgiving Day, Christmas Day, and two (2) other days designated by the Board of Supervisors at least thirty (30) days before the beginning of the fiscal year.

Hours of pay for holidays will be on the same as hours normally worked on that day at regular pay.

ARTICLE 11
VACATION

Any full-time employee covered by this Agreement shall receive the following time off as paid vacation:

- (a) From the date of full-time employment through the second year of service, vacation shall accrue at the rate of forty (40) hours per year at regular pay.
- (b) From the beginning of the third year of service through the seventh year, vacation shall accrue at the rate of eighty (80) hours per year at regular pay.
- (c) From the beginning of the eighth year of service through the fifteenth year, vacation shall accrue at the rate of one hundred twenty (120) hours per year at regular pay.
- (d) From the beginning of the sixteenth year, vacation shall accrue at the rate of one hundred sixty (160) hours per year at regular pay.

Vacation time is to be accrued from anniversary date to anniversary date with hours credited each pay period, relative to the number of years service, to each employee's file.

Employees can accumulate no greater than two (2) years accumulation of vacation time.

After completion of the new employee six (6) month probationary period, employees may take vacation time as it accumulates, subject to the following:

- (a) The Department Head shall approve the increments and times at which vacation may be taken.
- (b) Vacation does not accrue during absences without pay.
- (c) An employee whose services are terminated except by discharge may receive any vacation earned and not previously taken.

ARTICLE 12
CHANGE IN EMPLOYMENT CLASSIFICATION

If it becomes evident to the County Engineer that any employee is not performing his/her work in a satisfactory manner, the Engineer may cause that employee to be placed in a different job even though the shift in job affects a shift in the job classification of the employee. In the event any shift in classification occurs, the salary paid to said employee shall be adjusted in Article 6 of this Agreement.

If the County modifies the current job descriptions, notification of such change will be made to the Union.

ARTICLE 13 SUSPENSION AND DISMISSAL

1. For good cause shown, the County Engineer may suspend or dismiss an employee covered by this Agreement. The employee so suspended or dismissed shall be entitled to a hearing upon written request to the County Engineer within three (3) working days of said suspension or dismissal. Said hearing shall be held within ten (10) working days of the request for hearing and may be continued at the request of either the Employer or the employee. Said hearing shall be conducted by the Employer and the representatives of the Bargaining Unit. In the event the suspension or dismissal is found to be unwarranted, the employee shall be immediately returned to duty and shall not be penalized any wages or benefits for the period covered by said suspension or dismissal.
2. A criminal conviction for the theft of County property shall result in automatic termination of employment for any employee covered by this Agreement, and the hearing provisions provided herein shall apply.
3. The conviction of a felony of any employee covered by this Agreement shall result in the automatic termination of said employee.
4. The use of alcoholic beverages or the illegal use of any drug during working hours shall result in the automatic termination of any employee covered by this Agreement.

ARTICLE 14 NO STRIKE - NO LOCKOUT

Section 1. The parties hereby acknowledge and recognize that it is illegal and contrary to public policy in the State of Iowa for any public employee or any employee organization to encourage or participate in a strike against any public employer, wherefore the parties agree that:

- (a) Neither the Board nor the Engineer shall lock out its employees, and
- (b) No employee covered by this Agreement, nor the Union, nor any person acting on behalf of the Union, shall ever or at any time engage in, encourage, authorize or instigate any picketing, any recognition of any picket line at any premises of Van Buren County, and strike, slowdown or other refusal to render full, proper and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the Van Buren County government.

Section 2. In the event of any violation or violations of any provision of Section 1(b) of this Article by the Union, its members or representatives, or by any employee:

- (a) Any violating employee shall be subject to immediate discipline or discharge as determined appropriate in the sole and unilateral discretion of the Board.
- (b) The Union shall, upon notice from the Board, immediately direct such employees, both orally and in writing, to resume normal operations immediately and make every other reasonable effort to end any violation(s).

Section 3. The foregoing is in addition to any other rights and remedies provided by law.

ARTICLE 15 HEALTH AND SAFETY STANDARDS

A Safety Committee will be responsible for meeting to evaluate department safety. They may make recommendations as necessary concerning the effective administration of the safety program. The Safety Committee will consist of two (2) people, with one (1) from the Employer and one (1) from the Unit represented.

When employees are engaged in spraying or the use of such related chemicals, Employer shall furnish said employee all necessary safety equipment and wearing apparel required by OSHA or the supplier of chemicals.

Non-prescription safety glasses will be furnished at no cost to employees. The County will pay One Hundred Twenty (\$120.00) dollars every two (2) years toward the purchase of an employee's safety glasses. Frames and lenses must meet OSHA standards. Each employee shall be provided a list of such frames and lenses standards for use with eye care providers and for purposes of reimbursement.

ARTICLE 16 INJURY REPORTING

In the case of injury due to work or incurred while at work, all such injuries must be reported by the employee to his/her immediate supervisor or the Engineer's office on the same day the injury was sustained or first becomes known to the employee.

ARTICLE 17 SENIORITY

Seniority means an employee's length of continuous service with the Employer since their last date of hire. Seniority shall be administered on a job and unit classification basis.

A new employee shall serve a probationary period not to exceed one hundred eighty (180) calendar days. Upon completion of the probationary period, they shall be put on

the seniority list and their seniority shall be determined from their date of employment. They may be terminated for any reason during the probationary period without recourse to the grievance procedure.

No permanent vacancy or newly created job classification in the bargaining unit, with the exception of the Working Foreman job classifications, will be filled by hire or promotion until such vacancy has been posted for a period of five (5) working days and present employees have had the opportunity to apply for such positions and to have their applications considered. The successful job bidder will be placed into the new job classification with a thirty (30) working day trial period. If the successful bidder fails to make reasonable progress in the new position within the thirty (30) day working trial period, he/she will be removed and returned to his/her former job classification. When the Employer determines the successful job bidder, qualifications will be the primary consideration, and where qualifications between bidders are equal, seniority shall govern.

The Union shall be furnished with a seniority list and job classifications of all employees covered by this Agreement within thirty (30) days after its execution. When the working force is to be reduced, all probationary employees shall be reduced first and shall have no recall rights. In the event there are no probationary employees or such employees have been reduced first, the employee with the least qualifications will be the primary consideration for reduction and where qualifications between employees are equal, seniority will govern. On recall from layoff, employees will be returned to work in the reverse order in which they were laid off, if they are qualified to perform the work available.

Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record.

An employee shall lose their seniority and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits;
- (b) Engaging in other work while on leave of absence or giving false reason for obtaining leave of absence.
- (c) Employee is discharged for proper cause;
- (d) Two (2) consecutive days per year of absence without notice to the Employer, unless evidence satisfactory to the Employer is presented that employee was physically able to give notice;
- (e) Failure to report for work at the end of leave of absence;
- (f) Failure to report to work within ten (10) working days after being notified to return to work following layoff, when notice of recall is sent to employee's last known address, according to Employer records. The

intent of said ten (10) working days is for the employee to give notice to the other employer where he/she is working at the time of recall.

- (g) Seniority rights will be forfeited after the continuous period of layoff exceeds one (1) years;
- (h) Employee retired.

It is the employee's responsibility to keep the Employer informed of their current address and phone number.

An employee promoted out of the bargaining unit and still employed by the Secondary Road Department will continue to accumulate seniority for a period not to exceed twelve (12) months. Upon completion of said twelve (12) month period, bargaining unit seniority shall be frozen.

ARTICLE 18 COMPLIANCE CLAUSES AND DURATION

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect.

Sufficient copies of this Agreement will be made available to the Union so that each employee will have an opportunity to read the Agreement. The number of such copies shall be determined by mutual agreement between the Employer and the Union.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision of this Agreement, either party shall do so by mailing said notice by restricted, certified mail, return receipt requested, addressed to the other party as follows:

- 1. If by the Union, to the Board at: Courthouse
Box 475
Keosauqua, Iowa 52565
- 2. If by the Board, to the Union at: Public Professional & Maintenance
Employees
PO Box 54
Sigourney, IA 52591

SCHEDULE A
SALARY SCHEDULE - 2007

<u>Classification</u>	<u>New Hire (90%)</u>	<u>After 1 yr (95%)</u>	<u>After 2 yrs (100%)</u>
EQUIPMENT OPR. I	\$13.73	\$14.49	\$15.25
Laborer			
Truck Driver -			
Fuel/Tandem			
Farm Tractor Opr.			
Mower Opr.			
Roller Opr.			
Brush Chipper			
EQUIPMENT OPR. II	\$13.79	\$14.55	\$15.32
Motor Grader			
Bulldozer			
Scraper			
Telescoop			
Back-Hoe			
Loader			
Rock Trailer/Semi-Truck			
Brush Cutter			
Snow Plow/Sander			
Heavy Duty Mower			
MECHANIC			
Mechanic I	\$13.82	\$14.59	\$15.36
Mechanic II	\$13.89	\$14.66	\$15.43
TECHNICIAN			
Sign Technician	\$13.79	\$14.55	\$15.32
Engineering Tech/ Inspector	\$13.73	\$14.49	\$15.25

LONGEVITY

Each employee shall receive the following increase in his/her hourly salary after being employed with the Van Buren County Secondary Road Unit for the number of full years set out below:

- A. Five cents (\$.05) per hour after five (5) years
- B. Ten cents (\$.10) per hour after ten (10) years
- C. Fifteen cents (\$.15) per hour after fifteen (15) years
- D. Twenty cents (\$.20) per hour after twenty (20) years
- E. Twenty-five cents (\$.25) per hour after twenty-five (25) years

LICENSED PESTICIDE APPLICATOR

A Licensed employee will receive \$0.25 per hour when assigned to work spraying restricted or non-restricted chemicals.

SCHEDULE A
SALARY SCHEDULE - 2008

<u>Classification</u>	<u>New Hire (90%)</u>	<u>After 1 yr (95%)</u>	<u>After 2 yrs (100%)</u>
EQUIPMENT OPR. I	\$14.24	\$15.03	\$15.82
Laborer			
Truck Driver -			
Fuel/Tandem			
Farm Tractor Opr.			
Mower Opr.			
Roller Opr.			
Brush Chipper			
 EQUIPMENT OPR. II	 \$14.31	 \$15.11	 \$15.90
Motor Grader			
Bulldozer			
Scraper			
Telescoop			
Back-Hoe			
Loader			
Rock Trailer/Semi-Truck			
Brush Cutter			
Snow Plow/Sander			
Heavy Duty Mower			
 MECHANIC			
Mechanic I	\$14.35	\$15.14	\$15.94
Mechanic II	\$14.41	\$15.21	\$16.01
 TECHNICIAN			
Sign Technician	\$14.31	\$15.11	\$15.90
Engineering Tech/			
Inspector	\$14.24	\$15.03	\$15.82

LONGEVITY

Each employee shall receive the following increase in his/her hourly salary after being employed with the Van Buren County Secondary Road Unit for the number of full years set out below:

- A. Five cents (\$.05) per hour after five (5) years
- B. Ten cents (\$.10) per hour after ten (10) years
- C. Fifteen cents (\$.15) per hour after fifteen (15) years
- F. Twenty cents (\$.20) per hour after twenty (20) years
- G. Twenty-five cents (\$.25) per hour after twenty-five (25) years

LICENSED PESTICIDE APPLICATOR

A Licensed employee will receive \$0.25 per hour when assigned to work spraying restricted or non-restricted chemicals.

SCHEDULE A
SALARY SCHEDULE - 2009

<u>Classification</u>	<u>New Hire (90%)</u>	<u>After 1 yr (95%)</u>	<u>After 2 yrs (100%)</u>
EQUIPMENT OPR. I	\$14.70	\$15.51	\$16.33
Laborer			
Truck Driver -			
Fuel/Tandem			
Farm Tractor Opr.			
Mower Opr.			
Roller Opr.			
Brush Chipper			
 EQUIPMENT OPR. II	 \$14.78	 \$15.60	 \$16.42
Motor Grader			
Bulldozer			
Scraper			
Telescoop			
Back-Hoe			
Loader			
Rock Trailer/Semi-Truck			
Brush Cutter			
Snow Plow/Sander			
Heavy Duty Mower			
 MECHANIC			
Mechanic I	\$14.81	\$15.64	\$16.46
Mechanic II	\$14.88	\$15.70	\$16.53
 TECHNICIAN			
Sign Technician	\$14.78	\$15.60	\$16.42
Engineering Tech/ Inspector	\$14.79	\$15.51	\$16.33

LONGEVITY

Each employee shall receive the following increase in his/her hourly salary after being employed with the Van Buren County Secondary Road Unit for the number of full years set out below:

- A. Five cents (\$.05) per hour after five (5) years
- B. Ten cents (\$.10) per hour after ten (10) years
- C. Fifteen cents (\$.15) per hour after fifteen (15) years
- H. Twenty cents (\$.20) per hour after twenty (20) years
- I. Twenty-five cents (\$.25) per hour after twenty-five (25) years

LICENSED PESTICIDE APPLICATOR

A Licensed employee will receive \$0.25 per hour when assigned to work spraying restricted or non-restricted chemicals.